

SALARY EQUITY COMMITTEE
Campus Commons 2200
February 23, 2026 | 3:00-4:00 p.m.
M I N U T E S

Present: Castro, Elkins, Fischer, Henderson, Newman, Senbet, Shafie, Sileo
Zoom: Applegate, Hepperle, Manshad, McCamey, Vaughan
Absent:
Guest: Jeff Brown

Call to Order 3:30pm

Approval of the Agenda approved without objection

Approval of February 9, 2026 Minutes approved without objection

Chair's Announcement – Hanover has delivered its final report. Sileo will meet with them on March 2nd, and the report will be included on the March 9th agenda for discussion.

Unfinished Business

- FY26 Compensation Outcome
 - Waiting until Hanover report
- Faculty and staff compensation guidelines
 - Senbet agrees with Hepperle's comments
- Step-back policy revision (with Codification)

New Business

- **Budget Priorities Guidelines (Revised by SEC Subcommittee)**
 - General Counsel English and the SEC subcommittee are all aligned with the most recent revisions.
 - Fischer noted that this is the best result based on the presentation the president will give to Faculty Senate and the Board of Trustees. Given the current guidelines, this is the best replacement that can be achieved.
 - Senbet suggested inserting "faculty" before "compensation" in 1-1-201(5)(d)(l) since this section is about Instruction.
 - **Motion:** Fischer moves to approve the revisions of the Budget Priorities Guidelines, seconded by Shafie
 - Remind English of this change in Codification.
 - **Vote:** Motion approved with one nay vote.
- **Promotion stipend proposal by the Provost's Office**
 - The counteroffer used Metro State University (MSU) as an in-state peer.
 - Since MSU is not an R2 institution, members were concerned and found it problematic.
 - The Distinguished Professor position should not be considered at this time under the current administration.
 - Senbet stated a decision cannot be made until the budget impact is determined and costs are better understood.
 - Sileo will coordinate with Hepperle and Bauer for a similar analysis.

- Sileo noted that this analysis is a process and is considerable amount of work, she will need to work with the Budget Office for the second portion of the analysis, but they are currently focused on the existing budget.
 - Shafie stated that the budget impact can be estimated through interpolation.
 - Senbet would like to know why the percentages were removed in the counteroffer.
 - A potential scenario was calculated with 33%
 - \$3325 senior instructor
 - \$5000 to associate professor
 - \$8300 to full professor
 - Fischer emphasized that the institution should differentiate from MSU.
 - Sileo will work with the Budget Office and Hepperle to provide analysis for the following
 - \$3,000 / \$5,000 / \$8,000
 - \$3,325 / \$5,000 / \$8,300
 - Both with a 10% comparison to Proposal 3
 - The committee will need to evaluate the counter offer carefully, consider the budget impact, equity, inflation, and peer benchmarks, before finalizing any recommendations.
- FY27 Faculty Salary Distribution Model
- Hannover Research Report
- Distinguished Professor category rank (Welfare Committee working on criteria)
 - Suggested promotion stipend

Comments to the Good of the Order
Adjournment 3:59PM

SALARY EQUITY COMMITTEE
 Campus Commons 2200
 February 9, 2026 | 3:00-4:00 p.m.
 M I N U T E S

Present: Castro, Elkins, Fischer, Hepperle, Newman, Senbet, Shafie, Sileo
 Zoom: Applegate, McCamey, Vaughan
 Absent: Henke, Manshad

Call to Order 3:02pm

Approval of the Agenda approved without objection

Approval of January 26, 2026 Minutes approved without objection

Chair’s Announcement – stipend suggested at senate was paused until 3/2, to allow admin to provide more data

- Sileo shared information about actual cost for promotion stipends for FY 26 and projected costs for promotion stipends based on proposal 3.

FY26 (ay 25-26) actual costs via promotion stipends			
POSITION_TITLE	RANK_CODE	TENURE	Promotion
Professor	2	T	6,250
Assistant Professor	4	TM	2,500
Professor	2	T	6,250
Associate Professor	3	TM	3,750
Professor	2	T	6,250
Professor	2	T	6,250
Professor	2	TT	6,250
Professor	2	T	6,250
Associate Professor	3	T	3,750
Professor	2	T	6,250
Associate Professor	3	TM	3,750
Associate Professor	3	TM	3,750
Associate Professor	3	T	3,750
Associate Professor	3	T	3,750
Associate Professor	3	T	3,750
			72,500

Projected costs for promotion stipends				
Proposal 3 ONLY	FY27	FY28 (+3%)	FY29 (+3%)	Notes
Proposed stipend schedule	285,615	294,184	303,010	
Current stipend schedule	162,500	162,500	162,500	
Increase	123,115	131,684	140,510	
Increase w/fringe	162,389	173,691	185,333	
Equity adjustments based on proposed stipends	\$69,320	71,400	73,542	adjustments based on 3% increase per year; not actual equity adjustments
Estimated equity adjustments with current stipends				
Equity adjustments w/fringe	\$91,433	94,177	97,002	
Increase w/fringe				
Total estimated cost to UNC per FY above current stipend schedule	\$253,822	267,868	282,335	does not account for difference in equity adjustments; based solely on equity adjustments on proposed stipends

- The current equity adjustment model does not fully account for the current salary figures and differential calculations of fringe.

- It was noted that inversion is incorporated into the equity adjustments and compression is not.
- Some units may not directly benefit under the proposal if they do not have junior faculty. However, maintaining parity should ensure that these units are not disadvantaged.
- Senbet requested analysis of Proposals 1 and 2.
 - Sileo will be able to work with Megan to prepare the analysis for the next SEC meeting.

Unfinished Business

- **FY26 Compensation Outcome**
 - Faculty:
 - Row 413
 - The faculty member retired in Spring 2025 and the position no longer exists.
 - The current staffing plan does not reflect the salary presented and is not a true expense.
 - This raises the question of whether all retirements are reflected in this way in the report.
 - Row 138 and 139
 - The faculty members are listed as contract renewable but there are no contract renewable faculty in the Applied Statistics and Research Methods program.
 - It was noted that these individuals left UNC in the Fall 2025.
 - Row 17 and 18
 - The CIP code for rows 17 and 18 was updated.
 - Row 20
 - It was clarified that this portion was posted prior to the 92.5% parity floor.
 - Row 26
 - The negative values were concerning and later clarified that the faculty member was on a 0.75 contract and left UNC.
 - Row 104
 - More clarification is needed for the “Correction” listed in the Notes column (Column U)
 - Payroll will need to be contacted for clarification.
 - Row 225
 - The faculty member is a tenured associate professor with 8 YIR and their salary decreased 15%, which is concerning
 - It was noted that this could be a potential transitional retirement.
 - Row 224
 - “No Peer data” in the Notes (Column U) will need to be clarified.
 - Row 245
 - What is the correction that was noted?
 - It was clarified that this is a phased retirement.
 - Row 323

- It was clarified that the faculty member did a full year sabbatical
 - Row 324
 - It was clarified that a CIP adjustment caused a change in parity
 - CIP 2609 – Row 105 to 115
 - There are significant equity issues with those with the 2609 CIP code.
 - It was noted that new COM physiology professors are being hired with higher salaries and no CIP code. Which raised the question of how individuals with identical roles are being paid differently across colleges (COM vs. NHS)?
 - It was stated that their contracts may differ.
 - It was clarified that the CUPA data differs from year to year due to different universities reporting each year and submitting data is voluntary.
 - A guardrail needs to be put in place to avoid volatility like this.
 - The objective was to reach 100% of the NCHEMS 51 but it is now uncertain with the status.
 - Staff:
 - In the Classified Staff page positions seemed to be duplicates (Row 1 and 2)
 - Hepperle will need to further review these positions.
 - Fischer shared that he would like to see an organization chart of positions and who they report to, if that can be created.
 - Since new CUPA data the final Hanover report will be received soon, the committee can establish a median then.
 - It was emphasized that the salary differences between COM and NHS need to be address.
- **Faculty and staff compensation guidelines**
 - Step-back policy revision (with Codification)

New Business

- FY27 Faculty Salary Distribution Model
- Hannover Research Report
- Distinguished Professor category rank (Welfare Committee working on criteria)
 - Suggested promotion stipend

Comments to the Good of the Order

Adjournment 4:00pm